

# Claims

[c1] That which is claimed is:

I claim:

1. A system for hiring an employee comprising:

a) inputting data,

a) having a Model identification step review said data and output results;

b) having a Model parameter estimation step review said output results; and

d) outputting final results.

[c2] 2. A system according to claim 1 where said model identification step comprises identifying by decision nodes.

[c3] 3. A system according to claim 1 where said model identification step uses artificial neural networks to review said data.

[c4] 4. A system according to claim 1 where said model identification step uses fuzzy inference systems to review said data.

[c5] 5. A system according to claim 1 where said model parameter estimation step uses machine learning to review said output results.

- [c6] 6. A system according to claim 4 where said fuzzy inference systems uses one or more of the following set of artificial neural networks to review said data; Self Organizing Map, Naive Bayesian Classifier, Learning Vector Quantization, Probabilistic Neural Network and Neural Genetic Optimizer.
- [c7] 7. A system according to claim 4 where said fuzzy inference systems to review said data first uses Self Organizing Map, then uses Naive Bayesian Classifier, then uses Learning Vector Quantization, then uses Probabilistic Neural Network and then uses Neural Genetic Optimizer.
- [c8] 8. A system according to claim 1 where said model parameter estimation step uses one or more of the following set of artificial neural networks to review said output results Kohonen Learning, Bayesian Learning, Widrow-Huff Learning, Back propagation Learning and Generic Algorithms.
- [c9] 9. A system according to claim 1 where said results have two states.
- [c10] 10. A system according to claim 9 where said states are hire and do not hire.
- [c11] 11. A system according to claim 1 where said results

have three states.

- [c12] 12. A system according to claim 11 where said states are no not move forward, move forward with caution and move forward.
- [c13] 13. A system according to claim 1 where said data is biographical data.
- [c14] 14. A system according to claim 1 where said data is personality data.
- [c15] 15. A system according to claim 11 where the system re-reviews the results from the processing and reviews the results from the middle state and places it in one of the other two states.
- [c16] 16. A system for offering a second opinion to rescore data:
  - a) inputing data,
  - a) having a Model identification step review said data and output results;
  - b) having a Model parameter estimation step review said output results; and
  - d) outputting final results.
- [c17] 17. A system according to claim 16 where said model identification step comprises identifying by decision

nodes.

- [c18] 18. A system according to claim 16 where said model identification step uses artificial neural networks to review said data.
- [c19] 19. A system according to claim 16 where said model identification step uses fuzzy inference systems to review said data.
- [c20] 20. A system according to claim 18 where said fuzzy inference systems uses one or more of the following set of artificial neural networks to review said data; Self Organizing Map, Naive Bayesian Classifier, Learning Vector Quantization, Probabilistic Neural Network and Neural Genetic Optimizer.